

**UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF VIRGINIA**

SONY MUSIC ENTERTAINMENT, *et al.*,

Plaintiffs,

v.

COX COMMUNICATIONS, INC. and  
COXCOM, LLC.

Defendants.

Case No. 1:18-cv-00950-LO-JFA

**[PROPOSED] ORDER**

Having considered Cox's Motion *in Limine* No. 10 to Exclude Cox Performance Evaluations and Evidence Relating to Former Employees' Separation from Cox, it is hereby ORDERED that the Motion is GRANTED. Plaintiffs are precluded from introducing:

- Plaintiffs' Trial Exhibits 371-428 (performance evaluations and self-evaluations);
- Plaintiffs' Trial Exhibit 429 (Letter Separation Agreement to J. Zabek); and
- Plaintiffs' Trial Exhibit 430 (Letter Separation Agreement to J. Sikes); and
- Trial testimony relating to the circumstances of Mr. Sikes and Mr. Zabek's separation from Cox.

It is so ORDERED this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Hon. Liam O'Grady  
United States District Judge